



Monterey Educational Risk Management Authority

The **MERMA Newsletter**

March – April 2025

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HELPFUL LINKS

[Occupational Safety and Health
Administration.](#)

www.merma.org

www.dir.ca.gov/dosh/

[Schedule an Ergo Evaluation](#)



Spring is in the Air

Spring may appear as the time of blossoms, flowers and sunny days, however, this is one of the most unpredictable seasons, bringing dangerous weather affecting many aspects of school operations.

Districts can prepare by developing a plan addressing unpredictable events. The plan may include the following:

Preparing for power outages: A storm system may cause unpredictable power outages during school hours. The districts must outline what staff should do in these circumstances. Check backup generators and back up data daily to protect valuable data and ensure business continuity.

Conducting site inspections. Conduct a thorough inspection of the property to identify potential hazards, including dead trees, weak structures, broken door closers that prevent doors from closing or opening abruptly, unsecured materials that can become airborne hazards during a windstorm and damage buildings or strike staff or students. Complete preventive maintenance, close windows, take outdoor furniture inside and clear out storm drains.

Providing Defensive Driver training. Defensive driver training is especially important for bus drivers since wet roads and powerful winds require that drivers take extra precautions when driving under those conditions.

Providing general safety awareness training on hazards. Address hazards arising from wet weather, including poor visibility, potholes, cracks and wet slippery surfaces that may lead to slips and falls, especially ramps leading to modular classrooms. Special focus of the training is to be aware of ones surroundings and avoiding high heels or other slippery footwear.

CalOSHA and Reporting Work-Connected Fatalities and Serious Injuries

Since 1991, employers in California have been required to implement an Injury and Illness Prevention Program that includes training employees to identify hazards, communicating hazards, eliminating hazards, reporting general injuries within the organization and to report serious injuries to CalOSHA. CalOSHA's [Section 342](#) states that employers "shall report immediately any *serious injury* or illness, or death, of an employee occurring in a place of employment in connection with any employment" (Italicized for emphasis). The serious injury must be reported "as soon as practically possible but no longer than 8 hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness."

When reporting a serious work-related injury or fatality, the delegated responsible party must be ready to provide the following:



Safety Pays – Zero Injuries!

Congratulations to the following Districts for having ZERO injuries during the 2024 calendar year!

San Lucas USD
San Antonio USD
Mission USD
Lagunita USD
Graves USD
Bradley USD



- (1) Time and date of accident.
- (2) Employer's name, address and telephone number.
- (3) Name and job title, or badge number of person reporting the accident.
- (4) Address of site of accident or event.
- (5) Name of person to contact at site of accident.
- (6) Name and address of injured employee(s).
- (7) Nature of injury.
- (8) Location where injured employee(s) was (were) moved to.
- (9) List and identity of other law enforcement agencies present at the site of accident.
- (10) Description of accident and whether the accident scene or instrumentality has been altered.

OSHA Recordkeeping

During the last two weeks of January, MERMA members were issued the completed OSHA Form 300A (summary of employee injuries for the 2024 calendar year). The OSHA Form 300A is to be posted in an area regularly frequented by employees, such as the employee lounge. The form must be posted through April 30, 2025.

Shoes for Crews

MERMA is in the process of finalizing a Shoes for Crews (SFC) portal to provide our members with easy access to safety shoes. The MERMA SFC portal will include a drop-down window listing District members with access to discounted safety shoes for staff. Please contact Maria Lorenzana for information on how to add your district to MERMA's SFC portal.



FOOTWEAR SAFETY DOESN'T COST...IT PAYS!

Slip-resistant footwear reduces workers' comp claims as well as slips and falls.



eBacksafe® by Future Industrial Technologies, Inc. (FIT)

Are you looking for strategies to improve culture, morale, staffing, and safety? The eBacksafe® program is perfect for you. **eBacksafe® is a great program that is free to our member districts, it is a virtual injury prevention program designed for teachers and paraeducators, however, the information and safety tips pertains to all types of classifications including maintenance, administration, and yard supervisors.** Note: Segments of the virtual safety training were customized and filmed locally to ensure that real-life wellness scenarios were addressed.

FIT has been in business for 30 years helping school districts and other organizations throughout the US protect the health and wellbeing of employees. Fatigue, discomfort, pain, and injuries are often caused by Cumulative Micro Trauma, and when employees learn how to prevent it, their quality of life at work

and home improve dramatically.

Contact Maria Lorenzana via email at mlorenzana@merma.org or by phone at (831) 296-9196 for details on enrolling your staff in the virtual eBacksafe® training program or for training on any of the topics listed on this newsletter.

March - April Safety Calendar

<u>American Heart Month</u>	<u>National Burn Awareness</u>	<u>Fire safety tips</u>
<u>Brain Injury Awareness Month</u>	<u>National Nutrition Month</u>	<u>Workplace Eye Wellness Month</u>
<u>National Poison Prevention Week</u>	<u>National Drug & Alcohol Facts Week</u>	<u>National Ladder Safety Month Lader Safety Tips</u>